



June 7, 2018

Coleman Hutchison, Ph.D.
Department of English
coleman.hutchison@utexas.edu

Dear Dr. Hutchison:

Via letter dated June 1, 2018, I notified you of my intent to issue you a formal letter of reprimand, and to impose certain sanctions against you. I based my decision on, amongst other things, the findings of fact contained in the investigation report authored by the Office for Inclusion and Equity (OIE) and the Office of the Vice President for Legal Affairs (VPLA). As you know, OIE and VPLA jointly investigated certain allegations some current and former graduate students made against you. As explained in my letter of June 1, 2018, your misconduct implicated multiple university policies (and different historical versions thereof), including:

- HOP 3-3040: Sexual Misconduct (effective June 3, 2003 – July 2, 2015);
- HOP 3-3030: Sex Discrimination and Sexual Harassment (effective February 28, 2003 – July 2, 2015);
- HOP 3-3050: Consensual Relationships (effective November 1, 2001 – January 3, 2017);
- HOP 3-3020: Nondiscrimination Policy (effective December 1, 2001 – present); and
- HOP 3-3031: Prohibition of Sexual Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking (effective July 1, 2015 – present).

In accordance with the Faculty Grievance Procedure (HOP 2-2310), I gave you ten working days to respond in writing to my explanatory letter of June 1, 2018. On June 4, 2018, you responded via email stating: “The proposed disciplinary action seems to me both appropriate and proportionate. I have no intention of grieving the imposed discipline.” Therefore, this letter hereby serves as a formal letter of reprimand, a copy of which will be placed in your personnel file.

The University of Texas at Austin is committed to providing an educational environment in which all members, most especially its students, can learn, work and thrive. As such, all faculty members are expected to conduct themselves in a professional and ethical manner at all times. All faculty interactions with students must be within professional and appropriate boundaries. I consider your conduct, as documented in and described by OIE and VPLA’s investigation report, to be a failure to meet the professional and ethical standards to which the university holds members of its faculty in their interactions with students.

Therefore, for a two-year period (i.e., effective immediately and throughout the 2018-19 and 2019-20 academic years), you are ineligible for the following:

- Sole-supervising graduate students (co-supervising would be permitted).
- Consideration for promotion in rank from associate professor with tenure to full professor with tenure.
- Appointment to any administrative or leadership positions within the university.

In addition, I also require that you:

- Participate in one or more discussions with associate deans in the College of Liberal Arts regarding appropriate interactions and boundaries with students (which discussions must be completed on or before January 18, 2019).
- Develop a plan, to be presented to your department chair, regarding how you plan to manage professional working relationships with students in the future (which presentation must be completed on or before January 18, 2019).

By copy of this letter, I am directing the dean of the College of Liberal Arts and the chairperson of the Department of English to implement and, where applicable, record your successful completion of the sanctions outlined above. As always, you may consult with the faculty ombuds, Dr. Mary Steinhardt, if you have any questions or concerns.

Sincerely,



Maurie McInnis
Executive Vice President and Provost

cc: Office of the Senior Vice Provost for Faculty Affairs
 Office of the Vice President for Legal Affairs
 Office of the Dean, College of Liberal Arts
 Office of the Chair, Department of English
 Office for Inclusion and Equity